

DD/R-774-63

3 June 1963

ADM-6

**MEMORANDUM FOR:** Director of Training

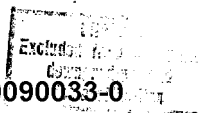
**SUBJECT:** Mid-Career Training Program

**REFERENCE:** Your Memorandum, Same Subject, 9 May 1963

1. In response to your memorandum of 9 May, I believe a general background statement concerning the rather unique circumstances of the DD/R would be appropriate in addition to comments on your specific inquiries.

2. In very brief terms, the DD/R is responsible for the conduct of research and development that will lead to an increased capability to acquire intelligence information through scientific and technical means including both advances in existing techniques and the introduction of new scientific and engineering principles. When operational status is reached in any technical system, the DD/R is further responsible for the operation of that collection system. The overwhelming majority of DD/R careerists will, therefore, be scientific and engineering personnel who must have and retain unusual competence in their fields of specialization. Large numbers of DD/R personnel positions are manned by support specialists from other career services of the Agency and the military services. The DD/R is also a new organization and is still far from being completely staffed. It should also be noted that the DD/R mid-careerist may deviate somewhat from the Agency standards as to age and grade at least within some part of its activities. This factor results from the current nationwide salary scale for able young scientists and engineers. Such personnel are likely to reach the GS-13 or 14 grade level at an earlier age than less hard-to-get categories. At the present time there are only thirteen GS-13s on duty in the DD/R career service. Several of these are quite new to the Agency.

3. In response to 2.(a) of the reference, the DD/R Career Service Board, which is comprised of the Assistant Directors of the various offices reporting to the DD/R, handles all career matters for all personnel for the Grade 13 and above. The "E" Career Service Board, as one of its major functions, conducts an annual competitive evaluation of all



**Subject: Mid-Career Training 2**

"R" personnel within these grades. The purpose of this evaluation is to review the performance, capability and potential of each individual and to establish relative groupings within each grade. These evaluations, which place each individual in a category A, B, C or D, with A being outstanding, provides a basis for developmental or corrective actions that may be warranted in the best interest of the organization and the individual. This review has recently been completed on both GS-13s and 14s and on these findings we are prepared to identify and direct individual training programs. Some of these have in effect already been brought well along in a mid-career program.

4. In response to 2.(b) of reference, we would consider that each of our GS-13s would be eligible for participation in the mid-career program; however, relatively few of them can be made available next year and in at least one or two instances it may develop that the individuals have essentially had the basic core of study that has been proposed. In addition to the GS-13s, we believe that a few GS-14s may appropriately be included in such a program. Altogether we would estimate that approximately four or five people may be made available during FY 1964.

5. With respect to 2.(c) of reference, we would concur in principle with your recommendation that the base of the program be broadened. However, we caution against a policy of broadening which may weaken the basic objective of the program. We do not wish to suggest specific courses to be included in this basic six weeks' program. We would like to see the main emphasis be directed toward the enhancement of the trainees' capability as intelligence officers. For DD/R personnel, their normal duties and such other specific professional training that we will direct from time to time will generally keep our personnel familiar with their fields and related governmental programs. Therefore, broadening their appreciation of the intelligence profession would be our primary objective for the central core program.

6. At this stage of the development of this concept, we do not yet have any specific recommendations for improvement of the program.

  
**Executive Assistant  
Deputy Director (Research)**